

STATE OF NEW JERSEY  
STATE ETHICS COMMISSION  
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STATE OF NEW JERSEY  
STATE ETHICS COMMISSION  
COMMISSION CASE NO. 24-16

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**IN THE MATTER OF ANGELIA  
GAMBALE, SENIOR PROGRAM  
OFFICER, SCHOOLS DEVELOPMENT:  
AUTHORITY**

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**Administrative Action  
CONSENT ORDER**

WHEREAS, the State Ethics Commission ("Commission") is authorized to initiate, receive, investigate, review and hear complaints regarding violations of the New Jersey Conflicts of Interest Law, *N.J.S.A. 52:13D-12 et seq.* ("Conflicts Law"), applicable rules of the Commission, *N.J.A.C. 19:61-1.1 et seq.*, the Uniform Ethics Code, and any agency code of ethics by any State officer or employee or special State officer or employee; and

WHEREAS, this matter was brought before the Commission by a complaint filed with the Commission; and

WHEREAS, the Commission conducted an investigation of all the matters and issues raised by the complaint; and

WHEREAS, as a result of the investigation, the Commission and Angelia Gambale ("Gambale") desire to enter into a final and complete resolution of all of the matters and issues raised thereby;

IT IS THEREFORE agreed by the parties as follows:

1. Gambale has been employed by the Schools Development Authority ("SDA") as a Senior Program Officer since June of 2013. In this capacity, she manages school construction contracts for the SDA. Gambale's work includes going to construction sites on SDA projects she is managing at least once every other week to meet with the construction managers and to assess progress of the projects.

2. Terminal Construction Company is the contractor for a SDA design/build construction project to build an elementary/middle school in Gloucester City ("Gloucester project").

3. The construction management firm on the Gloucester project is GREYHAWK North America, LLC ("Greyhawk").

4. Gambale's responsibilities included management and oversight of the Gloucester project. She routinely worked directly with Greyhawk employees on the Gloucester project.

5. In April of 2015, while Gambale was responsible for overseeing the Gloucester project, she approached the operations manager who is also one of the principals of Greyhawk and asked if he knew anyone who might be able to find a job for her daughter.

6. The operations manager found the request inappropriate. He advised Gambale that Greyhawk did not have any positions available and Greyhawk did not offer employment to Gambale's daughter.

7. It is the Commission's position that Gambale's request for assistance from Greyhawk to find employment for her daughter, while she was responsible for overseeing Greyhawk's work on the Gloucester project, constituted a misuse of her State position in violation of section 23(e)(3) of the Conflicts Law, and that her actions created a reasonable

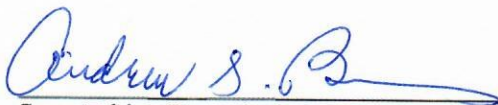
impression that she was engaged in conduct violative of her trust as a State employee in violation of Section 23(e)(7) of the Conflicts Law.

8. It is Gambale's position that she was unaware that she was in violation of the Conflicts Law when she inquired about employment with Greyhawk. In hindsight, Gambale acknowledges that it might appear that she was using her position as a State employee to obtain a position for her daughter from a company that she supervised in violation of section 23(e)(3) of the Conflicts Law and that her actions could have created a reasonable impression that she was engaged in conduct violative of her trust as a State employee in violation of Section 23(e)(7) of the Conflicts Law.

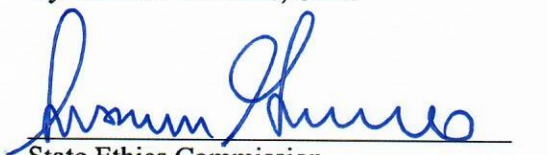
9. The parties enter into this Consent Order in settlement of all matters and issues involved herein. In consideration thereof, Angelia Gambale agrees to pay a civil penalty in the amount of \$2,000.00 within thirty (30) days of the execution of this Consent Order.

  
Angelia Gambale

Dated: 11.9.16

  
State Ethics Commission  
By: Andrew S. Berns, Chair

Dated: 12/6/16

  
State Ethics Commission  
By: Susana E. Guerrero, Executive Director

Dated: 12/6/16